



SUMMER 2000

THE ARMY ACQUISITION WORKFORCE

We're With You in the Central Region

Welcome to the summer edition of the Army Acquisition Workforce (AAW) Newsletter! In this issue, you will meet key career management players in the Central Region, home to more than 3,800 AAW members. The Central Region covers North Dakota, South Dakota, Nebraska, Kansas, Minnesota, Iowa, Missouri, Michigan, Wisconsin, Illinois, Indiana, Kentucky, and Ohio. At the Central Region Customer Support Office located in Warren, Michigan, Acquisition Career Management Advocate (ACMA) Art Siirila and newly appointed Acquisition Career Manager

(ACM) Fred Andriaschko serve more than 2,000 acquisition professionals in Michigan, Indiana, Ohio, and Kentucky. ACMA Jean Ligeno, ACM Christi Steiner, and newly appointed Career Management Support Specialist Lauri Jackson are located at the Rock Island Arsenal, Illinois Customer Support Office and support AAW personnel in Illinois, Iowa, Wisconsin, Minnesota, Missouri, Nebraska, Kansas, and North and South Dakota. Read more about these career managers and how they can help you achieve your career goals, beginning on page 2.

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Regional Career Management Support

History

One of the primary missions of the Acquisition Career Management Office (ACMO) is to provide career management support to all Army Acquisition Workforce (AAW) members. This effort began in 1996 when the Functional Acquisition Specialists (FASs) were put in place within the U.S. Total Army Personnel Command (PERSCOM) to provide career management assistance to Army Acquisition Corps (AAC) members. Later that same year, Acquisition Workforce Support Specialists (AWSSs) were recruited at locations with large concentrations of AAC members to provide individual career management

assistance. As it turned out, much of the AWSSs' and FASs' time was spent updating the Deputy Director, Acquisition Career Management (DDACM) database with personal and professional information provided by careerists. They also provided copies of the Acquisition Career Record Brief (ACRB) to workforce members and assisted them in reviewing and correcting their ACRBs for later use in board selections. As this process matured, the AWSS and FAS positions evolved away from data entry efforts and toward those functions initially envisioned for these career managers. They began advising people on setting and achieving their career goals, on

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We're With You

Meet Art Siirila... who celebrated 25 years this June as a civil servant at the U.S. Army Tank-automotive and Armaments Command (TACOM) in Warren, Michigan. He has been the ACMA there for the last two years serving more than 2,000 workforce members, but has spent most of his career in contracting and program management. "All of my positions at TACOM have exposed me to the different stages of program life cycles and have given me a lot of insights into what it takes to be a successful acquisition professional," Art says. This, he feels, gives him license to counsel those who come to him for career advice. And what is the advice he dispenses most often? "Take charge of your own career. Don't get hung up on just getting multiple certifications." Art elaborates: "Certifications are good, but they are not an end in themselves. You need to learn more about other fields and diversify your skills to give you a broader perspective and make you more valuable. I call this 'multi-awareness.' You can't be focused on just one area any more; you've got to look at the big picture. Take advantage of educational and self-development opportunities as well as internal assignments and leadership development programs such as the Competitive Development Group (CDG)." Art says the CDG program has been particularly successful at TACOM. Every person that has participated in the first two years of the CDG program has been promoted. "The CDG program has given participants a structured way to plan their careers and obtain key developmental assignments outside of TACOM. This has helped them broaden their perspective and made them more valuable to us as an organization."

He encourages people to ask themselves what they aspire to be and then identify the full range of skills needed to get there, not just the formal education. "There isn't any one path that necessarily gets you to the top," Art says. "Develop as many skills as you can, especially communication." Mix that with education, training assignments, and maybe a special project or two (especially challenging, high visibility ones) and, according to Art, you have a formula to make yourself competitive. "I don't



Art Siirila,
TACOM and
PEO Ground
Command
and Support
Systems
ACMA

Central Region Acquisition Career Management Advocates

know of any other organization that has provided as many training and educational opportunities to its workforce as the Army," says Art. "Be grateful for it and take advantage of it!" He also tells people not to get too hung up on relocation requirements. "TACOM is a big place and a lot of our workforce is at the age where they don't want to move and uproot their families. Although it's important to be flexible, there is room for people to make good career moves right here," he says.

Art sees his role as twofold: 1) Communicating ACMO initiatives to the workforce; and 2) Representing workforce concerns and issues upward to the ACMO. This was especially evident in the development of the new certification policy. Over the last year, Art says there was a lot of confusion about what work experience was applicable for certification in the program management career field. He and his staff worked hard to communicate field level concerns to the ACMO, which were ultimately considered in developing the new policy. Now, Art says, it is much more clear and people know exactly who to go to for more information. Art and his staff are also committed to improving communication with the workforce over the next year. Among other things, plans are being considered to develop an acquisition workforce website especially for TACOM. This, Art believes, will enable him to immediately and directly communicate with the large workforce he serves.

Art is the Director of the Tactical Vehicle Commodity Business Unit (CBU) at TACOM, where he manages 200 personnel. The Tactical CBU integrates contracting, maintenance, inventory management, and Integrated Logistics Support to acquire and sustain the Army's readiness and warfighting capability for tactical vehicle systems. He began in 1975 as an Industrial Specialist, and has served as a Contract Specialist

and a Procurement Analyst on the Abrams and Bradley Fighting Vehicle programs. He also served as Chief of the Product Manager, M113 Procurement and Production Division (which later became the Acquisition Management Division of the Weapon Systems Management Directorate), Chief, Special Programs Management Office, Chief, Acquisition Management Office for the Project Manager, Tank-automotive Weapon Systems, and Chief of the Tactical Systems Division in the TACOM Acquisition Center. Art, originally from Ironwood, Michigan, earned a Bachelor of Science degree in Parks and Recreation Management from Michigan State University in 1975, and a Master's degree in Business Administration from Oakland University, Rochester, Michigan, in 1979. He is a graduate of the Defense Systems Management College's Program Management Course and a charter member of the AAC. Art is also President of the Detroit Chapter of the Association of the United States Army (AUSA) and a board member and past President of the Michigan Chapter of the National Defense Industrial Association. Art can be reached at (810) 574-7097, DSN 786-7097, <siirila@tacom.army.mil>.

Meet Jean Ligeno... ACMA for the Central Region since March 1997. Jean is located at Rock Island Arsenal in Rock Island, Illinois. Along with ACM Christi Steiner and Career Management Support Specialist Lauri Jackson, she serves an estimated 2,000 acquisition professionals in Illinois, Iowa, Wisconsin, Minnesota, Missouri, Nebraska, Kansas, and North and South

Dakota. Jean is particularly excited about a two-year developmental assignment program being developed for the Central Region. "This will give members in one career field a better opportunity to obtain level III certification in a secondary career field," she explains. "We think this will be very beneficial, especially as we try to broaden the experience of the workforce." According to Jean, individual initiative is one of the most important factors for a successful career in acquisition. "I think that most successful acquisition professionals are concerned about their career development and about obtaining as much appropriate training as possible," she

Jean Ligeno,
U.S. Army
Industrial
Operations
Command
ACMA



in the Central Region

remarks. "They are also interested in learning about what goes on outside their own career field and make an effort to broaden their experience base. They take control of their own career development and seek out expert help when needed." That's where Jean and her team come in. They work to make the workforce aware of requirements and guide them to the proper training. "We have developed a great Regional Training Plan and provided numerous training courses for the future leaders in the acquisition workforce. The quality of the DA-funded training courses in this region attract the support and attendance of upper and mid-level management as well as journey and entry-level acquisition personnel. This regional program has been a big success."

Jean wants to remind AAW members to make sure that their Individual Development Plans (IDPs) are updated, "...specifically, the Continuous Learning Points so

proper credit is received." She also wants them to have access to all the latest career development information. "Everyone should be sure to visit the AAC Homepage at <<http://dacm.sarda.army.mil>> on a regular basis to keep up with the latest AAC/AAW information. For those AAW members in the Central Region, we invite you to contact our office for assistance or information."

Jean is the Director, Munitions and Armament Contracting Directorate, Operations Support Command (Prov.). In this position, she is responsible for the contracting of conventional ammunition for all the services as well as the operation and maintenance of the 21 active and inactive/reserve Government Owned Contractor Operated (GOCO) Army Ammunition Plants. Jean began her career with the Army 34 years ago in a clerical position at the Army Record

Center, St. Louis, Missouri. Since then, she has held positions at Warner Robins Air Force Base, Warner Robins, Georgia, the former U.S. Army Mobility Equipment Command, St. Louis, Missouri, the Army Procurement and Support Activity, Joliet, Illinois, Watervliet Arsenal, Watervliet, New York, and currently at Rock Island Arsenal. Since coming to Rock Island Arsenal in 1974, Jean has held a variety of positions including Chief, Policy, Plans and Control Division, Competition Advocate, Director, Acquisition Pricing and Policy Directorate, and most recently, Chief, GOCO/Facilities Contracting Team. A native of St. Louis, Missouri, Jean received a Bachelor of Arts degree in Business from Western Illinois University's Moline campus and a Master's degree in Business Administration from the Florida Institute of Technology's Rock Island Arsenal campus. Jean can be reached at (309) 782-5565, DSN 793-5565, <ligenoj@osc.army.mil>.

Central Region Acquisition Career Managers

Meet Christi Steiner... ACM for the Central Region and a true believer in the positive aspects of being an acquisition professional with today's education and training opportunities. "I'm a walking testimonial of what AAW career development programs can do for you," says Christi. "I will finish my Bachelor's degree next spring and most of it was paid for through the Army Tuition Assistance Program (ATAP)." Christi has been an ACM for three years and has been with the Army for almost 25 years. She began her government career at Rock Island Arsenal as a Clerk Typist (Temporary) in 1972. In 1979, she moved to New Jersey, and worked at Picatinny Arsenal in the Administrative Office of the Procurement Directorate as a Career Program Specialist. In 1986, she was selected into the local intern program as a Contract Specialist. She transferred back to Rock Island Arsenal in 1988 and was a Contract Specialist until July of 1997, when she was selected for the ACM position. Along with ACMA Jean Ligeno and Career Management Support Specialist, Lauri Jackson, Christi serves an estimated 2,000 AAW members who use her services on a "daily, hourly, and by-the-minute" basis. Christi most fre-



Christi Steiner,
Central
Region
ACM

quently helps AAW members with individual career planning, "...mostly working on IDPs on the IDP website, the Army Training Requirements and Resource System (ATRRS) Internet Training Application System (AITAS) and Acquisition Career Record Briefs (ACRBs)," she says. Christi's first challenge as an ACM was evident as soon as she accepted the position. "There were no means of communicating with the very widely dispersed workforce. Over half of the AAW members are here at Rock Island Arsenal, but we have people located in nine states. We even have two-person Corps of Engineers shacks located in remote areas. Getting career development and training information to everyone who needed it was extremely difficult," she says. To remedy this problem, Christi painstakingly developed a comprehensive distribution list, using home addresses if necessary. Today, Christi uses e-mail to provide the workforce with the training and career development information they need and plans for a website in motion. "It's my job to make sure everybody is at least aware of the career development programs and requirements and to inform them they have the

opportunity to take advantage of these programs." These days Christi, Jean, and Lauri are busy introducing AAW policies and programs to the 240 new AAW members of the Munitions and Armaments Center whose jobs were recently classified as acquisition positions. "The majority of these people are not familiar with AAW and AAC policies, programs, and requirements. We've given several briefings to introduce them to these concepts and to things like certification, IDPs, and the Fulfillment Program." These new AAW members have new career development and training requirements they must meet—a hard sell considering that some of these people have been in their positions for 20 years. "I want them to feel comfortable and be aware of the many benefits that come with being in the AAW," says Christi.

Christi wants the workforce to know that the ACMA team is constantly working to find new and better ways to serve them. ACMs meet quarterly with the policymakers and the people who develop systems (such as the IDP database) to provide feedback from the workforce on programs and policies. "We have great interchanges. The process has evolved so much in the three years since I've been on the job," says Christi. "There's a constant effort

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ACMO Names Two Regional Directors

Congratulations to Sandy Long and Kelly Irvin, who were recently selected as the new Regional Directors for the National Capital and Northeast Regions, respectively. They join Maxine Maples, Regional Director for the Southern Region, who was appointed in the spring of 1999. Both Sandy and Kelly are already working hard to improve career development opportunities in their regions. For an in-depth description of what your entire regional support team does, check out the Regional Career Management Support article on page 1.

Sandy Long says her challenge as the newly appointed Regional Director for the National Capital Region (NCR) is to "raise the awareness within the AAW of the exceptional and completely under-utilized training and experience oppor-

tunities being offered by the AAC." This will not be easy considering she is responsible for a workforce of more than 6,000 people spread over 20 organizations. But Sandy is looking forward to the task at hand. "I want to help people understand it is their career we are trying to enhance and help them get excited about participating! My office will provide the programs, the opportunities, and all the support they need, but they have to take advantage of it." One of her first initiatives is the Regional Rotation Program that will enable AAW members within the NCR to rotate between positions to gain cross-command/cross-functional experience. Sandy is in the process of visiting each of the commands to discuss the program, identify rotational positions, and

gain command-level and individual support. She also plans to increase the emphasis on board applications and provide improved assistance for anyone desiring to compete for the CDG, PM positions, and Acquisition Education, Training and Experience (AETE) opportunities. In addition, Sandy hopes to minimize the ACM's office work so they can spend the majority of their time "in the field" supporting workforce members with their issues and needs such as ACRBs and IDPs. This October will mark Sandy's 20th anniversary with the Army. She obtained a Bachelor of Science degree in Information Systems Management in 1993 and a Master's in Management Information Systems in 1999 from the University of Maryland in College Park, Maryland. Sandy can be reached at (703) 805-1094, DSN 655-1094, <longs@sarda.army.mil>.

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requirements, and opportunities the ACMO provides. They spent countless hours coordinating with the ACMO to learn about programs being developed and implemented so they could take that knowledge back to the field. Conversely, they brought many ideas and suggestions to the ACMO that were based on their experiences dealing directly with the workforce on a daily basis.

Title Change

Recently, the titles of AWSS and FAS have been retired and replaced with that of "Acquisition Career Manager (ACM)," which more accurately reflects the scope and purpose of their positions. As in the past, ACMs are key players in career development. They facilitate the career management process and serve as an objective source for information and assistance. The ACM serves as the single point-of-contact on all career management issues for the entire AAW.

PERSCOM ACMs

The ACMs located at PERSCOM are responsible for AAC and Competitive Development Group (CDG) members. They provide career guidance/counseling, update ACRBs, maintain acquisition files, review records prior to submission to a competitive board, assist in place-

ment upon completion of long-term training or rotation from a Product/Project Management position, and assist in the development and implementation of the Individual Development Plan (IDP).

Regional Teams

Regional ACMs—ACMs are located within each major region and support Corps Eligibles and other members of the AAW. The ACMs help to maintain (in cooperation with supervisors) ACRBs, performance appraisals, Senior Rater Potential Evaluations, and Senior Rater Profile Reports, and can assist in the preparation of board applications.

Your ACM uses the Acquisition Position List (a listing of current availabilities by region, career field, and grade structure), the Acquisition Career Development Plan, and knowledge of the Army's acquisition environment (e.g., trends, board results, promotion rates) to assist you in developing and executing your IDP. They can assist you in identifying the skills you have and the skills you need as well as the education, experience, training, and competencies required for you to succeed. Also, they can help you understand the professional development process and tools available to you. ACMs stay abreast of current acquisition issues and policies to continually help you assess your personal objectives and provide you

the tailored guidance necessary to ensure all requirements are met.

Recently, ACMs also took on the responsibility of being the focal point for facilitating and regulating the certification process. This includes working with certifying officials to get your ACRB signed and added to the DDACM database. A list of ACMs can be found at <<http://dacm.sarda.army.mil/contacts/>>.

Regional ACMAs—The ACMO has coordinated with each of the major commands and Program Executive Offices (PEOs) to establish a liaison. This liaison is called an Acquisition Career Management Advocate (ACMA). The ACMA's mission is twofold: 1) To be a high-level conduit of information from the ACMO to their commands and PEOs; and 2) To serve as a conduit to the ACMO for issues and concerns from their commands and PEOs. ACMAs have become one of the most reliable methods for information exchange. They work closely with the regional ACMs and in many instances are the ACMs' direct supervisor. In addition, the ACMA, in conjunction with the ACM, submits an annual Regional Education, Training and Experience Plan to secure ACMO funding for on-site acquisition and leadership training. Also, they are typically involved

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Corps Eligibles: Is it for You?

Are you interested in AAC membership but not quite sure how to go about it? Would you like to be selected for a Critical Acquisition Position (CAP) but are not sure how to increase your chances? Then Corps Eligible (CE) membership is what you want! CE status was developed specifically to address the career development needs of civilian workforce members not yet selected to a CAP and to identify civilians who meet the minimum requirements for AAC membership. It streamlines the AAC membership process by reducing the time needed to determine eligibility for those who are selected to a CAP. On the planning side, CE membership provides the ACMO with a better understanding of the population of future AAC members. This means the ACMO can better define developmental programs, educational requirements, training needs, and experience opportunities required for you to progress to CAP positions.

Attaining CE status indicates a shift in career advancement from the Functional Expertise layer of the Army Acquisition Career Development Model to the Broadening Experience layer. This advancement indicates a preparedness for more cross-functional and leadership opportunities. As such, CEs are eligible for several competitive and noncompetitive career-enhancing opportunities to prepare them to compete for CAPs. The most prestigious of these is the opportunity to apply for the CDG. Other CE training opportunities include the ability to compete for Product Manager posi-

tions, leadership seminars, and potential access to the Army Acquisition Tuition Assistance Program (ATAP) graduate degree pursuits.

Previously, only GS-12/13s were eligible to apply for CE status. As of July 1998, the program is no longer restricted by grade. All Army personnel meeting the requirements below and who are not in a CAP are eligible to apply. All personnel who apply for CE status and are found to meet CAP/AAC membership requirements, other than grade, can be quickly accessed in the AAC upon selection into

a CAP. CE status is required for membership in the CDG, for specific AAC position announcements, and centralized boards (including all Project and Product Management Boards).

The CE application process is ongoing and applications continue to be accepted and processed from all Army civilian personnel. There is no cut-off date for applications. Your Acquisition Career Manager can provide additional information on the CE application process and assist you in submitting your application. Additional information, application instructions, and forms are available on the AAC Homepage at <<http://dacm.sarda.army.mil/policy>>.

Corps Eligible Requirements

1. Be an Army civilian employee.
2. Have four years of acquisition experience.
3. Possess a baccalaureate degree from an accredited educational institution.*
4. Either:
 - a. Possess at least 24 semester credit hours from an accredited institution of higher education from among the following disciplines: accounting; business finance; contracts; economics; industrial management; law; marketing; organization management; purchasing; or quantitative methods.
 - Or
 - b. Possess at least 24 semester credit hours from an accredited institution of higher learning in your career field and 12 semester credit hours from among the disciplines listed above.
5. Have completed level III certification in an Acquisition Career Field (ACF).

**Educational requirements (numbers 3 and 4 above) do not apply to individuals who, on October 1, 1991, had at least 10 years of experience in acquisition positions (or in comparable positions in other government agencies or the private sector) or individuals who on October 1, 1991, were serving in an acquisition position and did not have 10 years of experience but completed 24 semester hours as specified in 4.a above.*

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in the Critical Acquisition Position List/Military Acquisition Position List (CAPL/MAPL) submissions for their commands, they provide direct feedback to the ACMO on the process, and they make recommendations for improvements. To identify the ACMA for your organization, log on to the AAC Homepage at <<http://dacm.sarda.army.mil/contacts/>>.

Regional Directors—Finally, there are three Support Offices for the Southern, National Capital, and Northeast regions. Each has a Regional Director who is ultimately responsible for the effective

career development and career management of workforce members in their region. The Regional Director works closely with ACMAs and ACMs to identify the career development needs of their region. Once these needs have been identified and confirmed, the Regional Director is responsible to develop and execute programs for the ACMO. In some cases, this may mean the introduction of additional education and training opportunities. For instance, the Southern Region introduced a Rotational/Developmental Assignment Program so employees could obtain cross-functional and cross-command experience. Your Regional Director can also

be found on the AAC Homepage at <<http://dacm.sarda.army.mil/contacts>> under ACMAs.

Summary

These Regional Teams, consisting of ACMs, ACMAs, and Regional Directors, have been established to assist you with your individual career development. But you have to take the first step! Find out who they are and contact them. They are willing to work with you over the phone, on the Internet, or in person at their office or yours. Even group briefings and demonstrations can be arranged. Contact your ACM, ACMA or Regional Director today!

We're With You in the Central Region

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on everyone's part to provide the workforce with the information and programs they need to be the best." Christi feels strongly about her responsibilities as an ACM and about the benefits of taking advantage of AAW programs. "Being in an acquisition position is a very positive thing," she says. "I'm proud and excited to be part of the evolution of Army acquisition career management."

Christi is a native of Moline, Illinois. She will complete her Bachelor of Arts degree with an emphasis in Business from Western Illinois University's Moline campus in the spring of 2001. Christi can be reached at (309) 782-3299, DSN 793-3299, <steinerc@osc.army.mil>.

Meet Fred Andriaschko... the newly appointed ACM for the Central Region. He replaced Bob Sivallesi effective July 30th. Fred is responsible for serving a workforce of more than 2,000 people in Michigan, Indiana, Ohio, and Kentucky. Fred comes from the TACOM Learning Leadership Institute (TLLI), where he worked as an administrator for the past three years. There, he managed command level government and executive training programs for TACOM, including sites at Picatinny Arsenal, New Jersey, Rock Island Arsenal, Illinois, Red River Army Depot, Texarkana, Texas, Anniston Army Depot, Anniston, Alabama, and TACOM Headquarters in Warren, Michigan. "My work included creating multifunctional workforce development strategies as well as managing training and development policy issues," says Fred. "I think that experience will serve me well as the new ACM for the Central Region."

Fred's background is in Human Resources, having worked as a Personnel Supervisor at TACOM and as a Career Program Manager for the Deputy Chief of Staff, Logistics, at U. S. Army Europe in Heidelberg, Germany. He has been with the Army at TACOM for 13 years. Fred is a graduate of the University of Michigan, Ann Arbor, with dual degrees in Political Science and Psychology. He also holds a Master's in Guidance and Counseling from Wayne

Fred Andriaschko,
Central
Region ACM



State University in Detroit. Fred is an Adjunct Faculty Member at the Civilian Personnel Operations Center Management Agency (CPOCMA) Training Management Division in Aberdeen, Maryland, and has completed the Organizational Leadership for Executives (OLE) Program at the Center for Army Leadership at Fort Leavenworth, Kansas. Recently, he completed an American Management Association seminar in Boston entitled "Managing the Training and Career Development Functions." Fred is also a member of several professional organizations including the American Society for Training and Development (ASTD).

"I'm up to the challenge of being the ACM for the Central Region," comments Fred. "I know there are a lot of quality acquisition professionals out there and I'm looking forward to meeting them and working with them. It may take me a while to get 100% up to speed, but my door is always open and I'm willing to do whatever it takes to help those who are interested in expanding their careers." Fred has two teenage children and is involved in volunteer work coaching youth basketball, soccer, and volleyball. Fred can be reached at (810) 574-5424, DSN 786-5424, <andriasf@tacom.army.mil>.

Meet Bob Sivallesi... who until just recently, was the ACM for TACOM in Warren, Michigan, for three years. Bob has transferred to the TACOM Business Management Office of Corporate Management as a Business Management Specialist. Even though Bob is no longer the ACM, he offers some good parting advice: "It is important to take advantage of the career development opportunities that are available and to network with the people you meet. There are always more opportunities out there that no one knows about until they meet the right person, or are in

Bob Sivallesi,
Former
Central
Region
ACM



the right place at the right time." He says that to be successful, employees must realize the best resource they have is themselves. Also, they need to keep their records updated and make their career goals known to superiors and colleagues. "Use any method you can to get yourself there," he counsels. Bob also reminds employees that opportunities are available year-round, as outlined in the Acquisition, Education, Training and Experience (AETE) Catalog (available on the AAC Homepage at <<http://dacm.sarda.army.mil/careerdevelopment/>>). The AETE Board meets twice a year so he advises employees to fill out an application if there are opportunities of interest to them. "If your application is selected, you will be given a great opportunity that wouldn't be afforded you otherwise."

Meet Lauri Jackson... the new Career Management Support Specialist for the Central Region. Lauri came on board June 5th, bringing with her 18 years of Army experience. Most recently she was the Training Coordinator in the Project Manager, 2.75 Inch Rocket Systems Office and the organizational Point-of-Contact for Acquisition



Career Management. Lauri helps Central Region ACM Christi Steiner provide career development support to an estimated 2,000 acquisition professional in nine states. Like Christi, Lauri helps AAW members with IDPs, ACRBs, certification requirements, and long and short-term training plans. In her dealings with the workforce, Lauri is finding that a lot of AAW members are not comfortable utilizing the acquisition workforce websites, such as the IDP, ACRB, and AITAS websites. To help remedy this, she "...offers a little bit of hand-holding and assistance in using the websites, until they get comfortable." According to Lauri, there are a lot of people who think that acquisition only applies to those in the procurement field. "We'd really like to get the word out that anyone who plays a part in the life cycle management of an item can have their position designated as an acquisition position by their management and become a member of the AAW." Lauri's message for the work-

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Congratulations CDG YG97 Graduates and New CDGs

A special congratulations to the first graduates of the Competitive Development Group (CDG) program! Year Group 1997 (YG97) participants completed their three-year program and officially graduated at a special dinner celebration and ceremony held in their honor on August 9, 2000, at the Springfield Hilton in Springfield, Virginia.

COL Roger Carter, Acting Deputy Director of Acquisition Career Management, hosted the event and also welcomed Year Group 2001 (YG01) selectees, who formally kicked off their program on August 7. The 31 new CDG members were briefed on the CDG program and current Army Acquisition Workforce/Corps initiatives at

Congratulations, continued on page 9

Military CDG Members

The CDG YG 2001 is the first year group to include military personnel. Congratulations to the six military cohort members of the YG 2001:

MAJ Cris J. Boyd
MAJ Jeannette J. Jones
MAJ Steven Noe
MAJ Kenneth Payne
MAJ Matthew J. Riordan
MAJ Frank Steinbugl

CDG YG97 Graduates

Glen Berg

Program Management
 Tank-automotive and Armaments Command,
 Armament, Research, Development, and Engineering Center, Picatinny Arsenal, New Jersey

Carlton Brewer

Program Management
 PEO Air and Missile Defense
 Huntsville, Alabama

Wayne Bruno

Business, Cost Estimating, and Financial Management
 Aviation and Missile Command
 Huntsville, Alabama

Jennifer Chew

Test and Evaluation
 Developmental Test Command
 Aberdeen Proving Ground, Maryland

Susan Chui

Program Management
 PEO, Command, Control, and Communications Systems, Fort Monmouth, New Jersey

Lenora Clark-Evans

Contracting
 Purchase Card Joint Program Management Office, Falls Church, Virginia

Mark Cope

Program Management
 PEO Tactical Wheeled Vehicles
 Warren, Michigan

Scott Crosson

Contracting
 HQ, Army Materiel Command
 Alexandria, Virginia

Catherine Doolas

Program Management
 ACMO,
 Arlington, Virginia

Myra Gray

Program Management
 PEO Command, Control, and Communications Systems,
 McLean, Virginia

Kay Griffith-Boyle

Systems Planning, Research, Development, and Engineering, PEO Intelligence, Electronic Warfare, and Sensors
 Fort Monmouth, New Jersey

Julie Hanson

Program Management
 Space and Missile Defense Command
 Huntsville, Alabama

Alvin Hopkins

Logistics
 PEO Aviation
 Huntsville, Alabama

Shirley Hornaday

Business, Cost Estimating, and Financial Management, PEO Air and Missile Defense
 Huntsville, Alabama

Pamela Locke

Contracting
 HQ, Army Materiel Command
 Alexandria, Virginia

Robert Longtain

Logistics
 PM, Night Vision/Reconnaissance, Surveillance, and Target Acquisition
 Fort Belvoir, Virginia

Carolyn Lucas

Program Management
 PEO Tactical Missiles
 Huntsville, Alabama

Jean Matlock

Logistics
 PEO Command, Control, and Communications Systems
 Huntsville, Alabama

Anne Scotti

Contracting
 HQ, Army Materiel Command
 Alexandria, Virginia

Craig Spisak

Program Management
 ACMO
 Arlington, Virginia

Anthony Subrizi

Test and Evaluation
 Developmental Test Command
 Aberdeen Proving Ground, Maryland

Robert Szerszynski

Program Management
 PEO Air and Missile Defense
 Huntsville, Alabama

Virginia Thompson

Program Management
 Space and Missile Defense Command
 Huntsville, Alabama

Rusty Weiger

Systems Planning, Research, Development, and Engineering
 PEO Aviation
 Huntsville, Alabama

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force is to "Take advantage of career development programs and never stop learning new things. The workforce of the future is going to be highly diversified—plus, it's free training!" Lauri lives in East Moline, Illinois, and has lived in the Quad City, Illinois area all her life. Lauri can be reached at (309) 782-7839, DSN 793-7839, <jacksonl@osc.army.mil>.

Where Are They Now? CDG YG97 Graduates

Glen Berg is the Advanced Technology Demonstration Manager for the Objective Crew Served Weapon (OCSW) in the Joint Services Small Arms Program (JSSAP) Office at the Tank-automotive and Armaments Command, Armament Research, Development and Engineering Center

(TACOM-ARDEC), Picatinny Arsenal, New Jersey. Glen is responsible for the complete program management of this total weapon system, reporting to the Joint Service Small Arms Panel and the Army's Warfighters Technical Council. He also serves as the Deputy Project Officer and leads the contractor/government program team. The OCSW is

YG97 Graduates, continued on page 10

Kudos to...

Thanks to all of you workforce members who have submitted information for this section. If you know someone who deserves a "Kudos to" for a recent accomplishment, please submit the information to the Acquisition Career Management Office, Cindy Stark, SAAL-ZAC, (703) 604-7123, DSN 664-7123, <starklc@sarda.army.mil>.

Congratulations to the following people who recently graduated from the Naval Postgraduate School (NPS) with Master's degrees in Systems Acquisition Management: **Robert Thomas**, FORSCOM, Fort McPherson, Georgia; **CPT (AR) Kenneth W. Strayer**, U.S. Army Tank-automotive and Armaments Command (TACOM), Warren, Michigan; **MAJ Robert Hannah**, Command and General Staff College, Fort Leavenworth, Kansas; and **MAJ Daniel Guilford**, Office of the Project Manager for Mines, Countermine, and Demolitions, Fort Belvoir, Virginia.

Kudos to **MAJ Robert Hannah**, Command and General Staff College, Fort Leavenworth, Kansas, who was the June recipient of the NPS Army Acquisition Award for Scholastic Achievement. Hannah achieved a cumulative grade point average of 3.99. The Scholastic Achievement Award is presented to the graduating NPS student who has exhibited outstanding academic excellence through academic achievement, thesis research, and leadership potential.

David J. Gorsich, Research Scientist at the TACOM National Automotive Center in Warren, Michigan, was recently awarded a Doctorate of Philosophy at Massachusetts Institute of Technology (MIT) in Applied Mathematics. His areas of research include machine intelligence and computational vision for robotics, spatial statistics, and image processing. David is also the Vehicle Intelligence Team Leader for the new 21st Century Truck Initiative announced by Vice President Al Gore on April 21st.

The **Medium Tactical Vehicle Replacement (MTVR) Program**

Team was selected by Dr. Jacques S. Gansler, Under Secretary of Defense (Acquisition, Technology & Logistics) (USD (AT&L)), as the 2000 Army winner of the David Packard Excellence in Acquisition Award. The team was nominated by MG John F. Michitsch, Program Executive Officer, Ground Combat and Support Systems, and honored during an Acquisition and Logistics Reform Week ceremony at the Pentagon in May. Through a "partnering with industry" concept, the joint Army and U.S. Marine Corps team developed a cost-effective, state-of-the-art system to replace its existing fleets of M809 and M939/A1 medium tactical trucks. The David Packard Award is the highest acquisition award given by the Department of Defense (DoD), established to recognize teams that have made highly significant contributions that demonstrate exemplary innovation and best acquisition practices.

The **U.S. Army Tank-automotive and Armaments Command, Armament Research, Development, and Engineering Center (TACOM-ARDEC) Acquisition Center Field Artillery and Fire Control Group** was selected by Dr. Gansler to receive the Defense Acquisition Executive (DAE) Certificate of Achievement. The Field Artillery and

Fire Control Group's Contracting Team was commended for executing an innovative and streamlined process that exceeded customer expectations, reduced costs, and improved efficiency in production and fielding of systems for the M109 (Howitzer) Paladin. The DAE Certificate of Achievement recognizes organizations, groups, and teams for exceptional contributions in reducing life-cycle costs and/or improving DoD's acquisition systems and programs.

Congratulations to **Mary Frances Carter**, Chief, Systems Support Division, Army Tactical Missile System (TACMS)-BAT Project Office, Redstone Arsenal, Alabama, who recently won the Department of the Army Civilian 2000 award from the Redstone-Huntsville chapter of the Association of the United States Army (AUSA). This award was presented to Carter in recognition of her exemplary contributions to the U.S. Army, the American soldier, Team Redstone, and the surrounding communities. Her selection for this award was supported by MG Willie B. Nance in his comment, "The outstanding reputation Army TACMS has with our soldiers worldwide is a direct result of Mrs. Carter's great work," and by BG John W. Holly who stated, "Frances...is the epitome of a professional logistician."

Acquisition Career Experience Program

Congratulations to the first group of students participating in the Acquisition Career Experience (ACE) program. The students, all from James Madison University in Harrisonburg, Virginia, began the program on June 5th. **Jefferson Kinney, Matthew Thompson, Justin Creech,**



Douglas Wixted, Scott Wallace, and Kyle Peddicord are busy at work at Fort Belvoir, Virginia, while **Benjamin Paris** is working at Fort Monmouth, New Jersey. The ACE program is a two-year pre-intern program that enlists college students working towards Integrated Science and Technology and Business degrees to work in Army acquisition organizations for the last two summers of their undergraduate studies. The goal of the program is to build relationships that will encourage successful ACE students to become interns in one of the acquisition career fields after graduation. The students are paid for their work and the AAW benefits from their new ideas for programs and processes while recruiting and training tomorrow's leaders. Also pictured are MG David R. Gust, AMC, Cathy Love, AMC, Emily Clarke, AMC, and Karen Sullivan, ACM.

Career News Briefs

Applications for CDG YG 2002 Due November 2—AAC members and Corps Eligibles (CE) grades GS-12/13 (or equivalent grades within a Demonstration Project) are invited to apply for the Competitive Development Group (CDG) Year Group 2002. Employees interested in participating in the CDG program must respond under announcement number YG2002-CDG (available on the AAC Homepage at <http://dacm.sarda.army.mil/news/>) and from your ACM). This announcement will be used to competitively board-select (in January 2001) the best-qualified CE and AAC applicants to fill multiple CDG positions (up to thirty). Log on to the AAC Homepage for complete application information.

Online Graduate/Undergraduate Credits—The Office of the Deputy Undersecretary of Defense (Acquisition Reform)(DUSD[AR]) and the Change Management Center (CMC) are offering

members of the AAW the opportunity to participate in online courses offered through various educational institutions. These are traditional college courses and normal writing/grading procedures will be followed. Specific programs and colleges may have special requirements. Priority will be given to individuals in need of the required business courses to become Corps Eligible or those in Critical Acquisition Positions who do not have the required business credits. The target grades are GS-11 through GS-15 (0-3 through 0-6) or payband equivalent.

Once a workforce member enrolls, it is expected that he/she will finish all credit hours associated with the program. All courses will be conducted in conjunction with the college/university's academic calendar. Funding for the student's college application fee and cost of tuition will be provided by the DUSD(AR) and the CMC. Students are responsible for funding the cost of text-

books. For more information or to apply, contact your Acquisition Career Manager (ACM). A listing of ACMs is provided on the AAC Homepage at <http://dacm.sarda.army.mil/contacts/>.

Personnel Demo CCAS Timeline Announced—A timeline for administering the 2000 Contribution-based Compensation and Appraisal System (CCAS) has been established to ensure timely compensation of all employees in the Civilian Acquisition Workforce Personnel Demonstration Project. Please note that the 2000 CCAS rating cycle ends September 30, 2000, and that pay pool payouts are scheduled for January 24, 2001. The timeline is as follows:

- **September 30:** End of 2000 rating period;
- **October 6:** Deadline for employees to submit self-assessments to supervisors;
- **October 20:** Deadline for supervisors to complete assessments with recommended scores;
- **October 23:** First pay pool panel meeting;
- **November 6:** Second pay pool panel meeting;
- **November 22:** Pay pool manager approves scores and compensation;
- **January 24, 2001:** Pay pool payouts.

If you would like more information on the Civilian Acquisition Workforce Personnel Demonstration Project and CCAS, including a tutorial, self/supervisor assessment guides, and all forms, log on to the AAC Homepage at <http://dacm.sarda.army.mil/demo> and click on "CCAS." You may also contact Jerry Lee at 703-604-7027, DSN 664-7027, <leeja@sarda.army.mil> or Spencer Hudson at 703-604-7026, DSN 664-7026, <hudsons@sarda.army.mil> for more information.

Directors, continued from page 4

Northeast Regional Director **Kelly Irvin** is eager to learn from the successes of other regions. "Being quite new to the position, I am anxious to review the ongoing initiatives at other regions and to see what our population can learn and benefit from," she says. "I am most interested in the Rotational/Developmental Assignment Program (RDAP) being piloted in the Southern Region. I would also like to see our population take advantage of the Naval Postgraduate School's (NPS) Master's degree programs in contract and program management," says Kelly. "Both programs are successfully running at Fort Monmouth, New Jersey, and I would like to see other locations be able to take advantage of this quality education afforded by the NPS." Kelly wants to get the message out to the workforce that acquisition personnel at all grades and of all disciplines need to build their IDPs out five years to include areas of development beyond Defense Acquisition University (DAU) coursework. "Many times employees utilize the IDP to forecast DAU training requirements for the upcoming year. We need

to get the word out that the IDP is a tool for planning five years out, for functional training as well as leadership and experiential training. It is intended to be an effective communication tool between the employee and his/her supervisor, as well as with the ACMO." Like Sandy, Kelly also wants the workforce to take advantage of training opportunities. "I also cannot stress enough the importance of utilizing the AETE Catalog. There are some tremendous opportunities for the acquisition community, be it operational experiences (greening), formal education, or leadership training at some of the nation's most prestigious schools. It's also a means of securing information on professional affiliations," she says. Kelly serves more than 6,000 acquisition professionals and has been with the Army since September 1993. She has a Master's degree in Business Administration from Monmouth University, West Long Branch, New Jersey, and a Bachelor of Science in Business Administration from Georgian Court College in Lakewood, New Jersey. Kelly can be reached at (732) 532-1406, DSN 992-1406, <kelly.irvin@mail1.monmouth.army.mil>.

Congratulations, continued from page 7

their orientation session. They also spent time refining their IDPs and meeting with other program participants. Read more about what some of the YG97 alumnus are doing now with their honed leadership skills and new repertoire of developmental experiences in the article on page 7.

YG97 Graduates, continued from page 7

a lightweight weapon using 25mm air bursting high explosive munition, and featuring little recoil and a full solution fire control system. Glen has 18 years of engineering and program management experience with the Army and is senior level certified in Program Management, Systems Engineering, and Test and Evaluation. He is a member of the AAC and is a graduate of the Army Management Staff College. He has a Bachelor of Science degree in Mechanical Engineering from the New Jersey Institute of Technology and a Master's in Systems Management from the Florida Institute of Technology. He is a registered Professional Engineer in New Jersey, and is an Adjunct Faculty Member of the Physics Department at the County College of Morris, New Jersey.

Glen says the most beneficial part of the CDG program for his career was exposure to a new technical area and being able to put a priority on training. He says he never would have had these opportunities otherwise. Glen has advice for those considering the CDG program: "Make sure you fully understand the ground rules for the program and discuss them with your leadership/mentors. Make sure your CDG work experience expands your knowledge base in both career fields and technology."

Catherine Doolos graduated on June 14, 2000, from the Senior Service College at the Industrial College of the Armed Forces (ICAF) at the National Defense University, Fort Lesley J. McNair in Washington, D.C. Assigned to the ACMO, Catherine is the first member of the ACMO staff and the CDG program to graduate from ICAF. She is also the first CDG member assigned as a product manager (PM) following graduation from ICAF. Catherine was competitively selected by the 1998 PM Selection Board to serve as the PM for the Defense Message System-Army (DMS-A), Office of the Program Executive Officer, Standard Army Management Information Systems (STAMIS) at Fort Monmouth, New Jersey. As PM DMS-A, Catherine is responsible for acquiring and fielding the Tactical DMS by 2003.

Catherine has been in civil service with the Army since 1988 in a variety of key acquisition positions. She is level III certi-

The Department of Defense celebrated Acquisition and Logistics Reform (A&LR) Week May 22-26, 2000. Opening ceremonies began at the Pentagon at 9:00 a.m. on May 22, and included the presentation of the David Packard Awards for Excellence (see "Kudos to" on page 8). This year's theme was "Embracing Change for the 21st Century Warfighter." Assistant Secretary of the Army (Acquisition, Logistics and Technology), Mr. Paul J. Hoeper, designated May 22 as a stand-down day for the Office of the Assistant Secretary of the Army (Acquisition, Logistics and Technology). Normal operations took a hiatus that day

so employees could focus on acquisition and logistics reform issues, particularly as they relate to how we will better support the warfighter in the coming years. Managers at all levels planned events promoting our ability to support the warfighter by providing better and less expensive products more quickly. Activities included case studies, speeches, panel discussions, classes, and simulations.

The AAC exhibit joined other exhibit booths on display in the Pentagon courtyard. In conjunction with the exhibit, the ACMO extended an invitation to participating AAW personnel to "Meet Your Acquisition Career Management Team." Senior level officials were available to answer questions and provide career management assistance. For details on the week's activities, log on to the A&LR Week website at <http://www.acq.osd.mil/alrweek2000/>. The A&LR Week website also provides links to training materials that you can use to supplement or add focus to your training programs throughout the remainder of the year.



AAC exhibit on display at the Pentagon during A&LR Week

fied in Program Management, and Business, Cost Estimating, and Financial Management, and has more than 16 years of acquisition experience. Catherine has Bachelor's and Master's degrees in Business Administration from Troy State University in Alabama, as well as a Master's degree in National Resource Strategy from ICAF. She is currently in the process of completing a post-Master's degree in Management of Information Systems at George Washington University in Washington, D.C. Catherine is also a graduate of the Defense Systems Management College Executive and Advanced Program Manager Course, the Army Management Staff College, and DoD's Executive Leadership Development Program.

"The CDG program is one of the best opportunities in the Army for those desiring to obtain career-broadening experiences, accession into the AAC, and positions of increased responsibility," says Catherine. "Significant benefits of the CDG program include the availability of a wide range of training opportunities and an opportunity to develop a network of professional associates. This program opened doors that helped me reach my career goals and prepared me for the PM DMS-A position I currently hold. I am proud to be one of the inaugural CDG members and look forward to a long association with program members and the AAC."

Reserve Your Spot at the AAC 2000 Ball!

Join us for the AAC 2000 Ball at 6:00 p.m. on Sunday, October 15, 2000, at the Fort Belvoir Officer's Club. Once again, the event will coincide with the Annual Meeting of the Association of the United States Army (AUSA). The AAC 2000 Ball will be a dress blue/black tie event featuring fine food, a guest speaker, music, and dancing. The cost is \$45 per person. Your reservation is guaranteed with receipt of your payment by September 15. You are welcome to sit with other guests of your choice by indicating this on the reservation form below. Reservation forms are also available on the AAC Homepage at <<http://dacm.sarda.army.mil>> or by contacting Greta Lehman at <lehman@dacm.sarda.army.mil>.

Attending the AUSA Annual Meeting?

You are invited to visit the Acquisition Career Management Suite during the AUSA Annual Meeting from 8 a.m. to 5 p.m., October 16–18, 2000, in the Johnson Room at the Marriott Wardman Park Hotel in Washington, D.C. This is an opportunity for you to meet with Acquisition Career Managers, review your personal career development documents (e.g., IDP, ACRB), and discuss your career progression. Bring your ACRB with you!

While you're there, be sure to stop by the Army Acquisition Corps Display (booth #72). See you there!

For more information about the AUSA Annual Meeting, log onto to their website at <www.ausa.org>.

Please mail your response and payment to:

Director
Acquisition Career Management Office
ATTN: Army Acquisition Corps 2000 Ball
2511 Jefferson Davis Highway
Arlington, Virginia 22202-3911

Please complete and mail in before September 15, 2000

I would like to reserve _____ seats for the Army Acquisition Corps Ball at \$45 each. A check for \$_____ is enclosed. Please make checks payable to: "AAC Ball."

____ I am unable to attend.

Name: _____

Rank: _____

Organization: _____

Please provide a contact phone number and e-mail address

Phone: _____

Email: _____

I prefer to be seated with: _____

Menu selection(s) (Please indicate number of each entree selected):

Filet Mignon _____ Poached Norwegian Salmon _____ Vegetarian _____

Ticket sales are non-refundable.

Career Calendar

Date	Event	Location
August 22	AAW 2000 Briefing	Orlando, Florida
August 23–25	Annual Acquisition Workshop and Executive Session	Orlando, Florida
September 6–7	AAW 2000 Briefing	Fort Detrick, Maryland
October 11–12	AAW 2000 Briefing	Yuma, Arizona
October 15	AAC 2000 Ball	Fort Belvoir, Virginia
October 16–18	AUSA Annual Meeting	Marriott Wardman Park Hotel and Omni Shoreham Hotel, Washington, D.C.
October 23–24	AAW 2000 Briefing	San Antonio, Texas
October 30–November 1	AAW 2000 Briefing	Fort Huachuca, Arizona, and White Sands Missile Range, New Mexico
October 31–November 3	Army Acquisition Community Information Management User Group Conference	Atlantic City, New Jersey
November 13–14	AAW 2000 Briefing	Rock Island, Illinois
TBD	AAW 2000 Briefing	Atlanta, Georgia

To be added to our mailing list, please fill out the information below and return it to the mail or e-mail address provided below.

Name: _____

Address: _____

City: _____ State: _____ Zip: _____

Phone: _____ Fax: _____

E-mail: _____

Comments/Suggestions: _____

Send to: Acquisition Career Management Office
ATTN: SAAL-ZAC (Cindy Stark)
Assistant Secretary of the Army
(Acquisition, Logistics, and Technology)
2511 Jefferson Davis Highway, 10th Floor
Arlington, VA 22202-3911

Fax: (703) 604-8178, DSN: 664-8178

E-mail: <starklc@sarda.army.mil>

Voice: (703) 604-7123, DSN: 664-7123

Suggestion Box

This is your newsletter—we'd like to hear from you about the kind of information you'd like to see in it. If you have ideas for articles or if you'd like to submit an article for possible publication, please send it to the address below. We'd also like to know what you think about our newsletter and any suggestions you have for making it better.

The Army Acquisition Workforce Newsletter

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